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JOB DESCRIPTION

JOB TITLE: Director of Community Health Nursing **GRADE:** 24

JOB CODE: 2001 **DATE:** 11/8/95

GENERAL FUNCTION: Under administrative direction of the director of the department is responsible for planning, organizing, financial management, and directing a comprehensive public health nursing program (preventive, therapeutic, maintenance) for a local health department. Serves as advisor to the agency's director on all matters pertaining to nursing/clinical services. Interprets and supports the purposes, philosophy and agency objectives.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Directs the nursing component of a comprehensive public health program;

- a. establishes, interprets, and disseminates department policy and protocols to ensure uniform delivery of services and promotes quality assurance.
- b. determines program priorities.
- c. establishes and or interprets standards of care for medical program and nursing practice.
- d. develops procedures, in accordance with established standards and policies for the fulfillment of program(s) goals.
- e. assesses staffing utilization and needs and makes recommendations as necessary to provide adequate coverage for the provision of services to improve quality.
- f. prepares program plans and associated budget(s) for the nursing/medical program.

Ensures that the nursing process is used to design and provide nursing care to meet the individual needs of patients.

Supervises professional personnel in the delivery of program services;

- a. monitors quality of care through direct observation, via site visits and medical audits, of the provision of services (clinical, field, laboratory, etc.).
- b. provides technical assistance to supervisory staff in the provision of medical

JOB TITLE: Director of Community Hlth. Nursing (continued) **JOB CODE:** 2001

services.

- c. evaluates the performance of supervisory nursing staff and other professional and

supportive staff as appropriate and prepares formal reports of performance.

Evaluates the nursing component of a comprehensive public health program;

- a. initiates and participates in studies/research activities in the evaluation/development of services
- b. reviews periodic reports to determine status in meeting program/service goals
- c. collects statistical data and prepares comprehensive reports regarding service and program activities
- d. monitors revenue and expenditures for services to determine uniformity with budget and makes appropriate adjustments as necessary

Participates in the recruitment and selection of nursing personnel.

Develops and implements a program of staff development (orientation, in-service training and continuing education) for nursing and related personnel.

Attends and represents the health department at various local and regional meetings.

Collaborates with other appropriate agencies in identifying service needs of the community being served by the agency.

Maintains liaison with schools for the development of curricula and appropriate clinical practice for students in the health care field. Assist in formulating learning objectives.

Interprets statutes and regulations that impact public health nursing.

SUPERVISION RECEIVED: Recommends policies in functional area(s); incumbent also sets goals and objectives in functional area(s).

SUPERVISION EXERCISED: Provides direct supervision to nurse supervisors and indirect supervision to other nursing and related staff.

JOB SPECIFICATIONS:

JOB TITLE: Director of Comm. Hlth. Nursing (Cont'd) **JOB CODE:** 2001

Knowledge and Abilities:

Knowledge of the principles of community health nursing

Ability to communicate effectively, orally, and in writing

Ability to give leadership to nursing personnel

Knowledge of community resources and utilization

Must possess current license to practice nursing

Minimum Education, Training and Experience Requirements: Master degree in nursing, nursing administration, public health or nursing education from an accredited program. Five years of nursing experience in public health/community health; with at least three years in management, consultation or teaching capacity.

or

Graduate of an accredited college or university with a Bachelors degree in nursing, nursing administration, or nursing education and six years of experience in nursing practice, two of which should have been in responsible management or supervisory responsibility.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Community Health Nursing Supervisor

GRADE: 21

JOB CODE: 2002

DATE: 11/8/95

GENERAL FUNCTION: Under direction of the Community Health Nursing Director or Administrator, or the Director of the local health department, performs multi tasks with a high degree of competency in the supervision of nursing care staff engaged in the delivery of nursing services to patients in the community served by the health department.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Reviews scheduling of assigned health clinics and assesses resources to maintain clinic function; prepares work schedules and makes daily assignments of nursing staff.

Monitors demand for services to ensure efficient allocation of personnel, equipment, and supplies.

Provides for home visits to patients/clients.

Oversees the development of nursing care plans.

Participates in the delivery of nursing care services as needed.

Conducts periodic review of patients medical records, nursing care plans, and nursing service-related reports to ensure proper delivery and documentation of services.

Makes observations of the delivery and quality of patient/client care; ensures proper dispensing and secure storage of medications.

Evaluates the performance of appropriate nursing staff and prepares formal reports of performance.

Assesses staff training needs and makes recommendations to management and supervisory personnel for in-service training.

Holds regular meetings with staff members to resolve nursing problems and disseminate information.

Develops or monitors the development of individual treatment plans for a caseload of patients; ensures referral to appropriate health care provider those patients who cannot be adequately served.

JOB TITLE: Comm. Health Nursing Super. (cont'd)

JOB CODE: 2002

Interviews applicants for vacant nursing positions and makes recommendations to supervisor; provides for orientation and training of new employees.

Works with educational institution and universities in planning for appropriate clinical experience for students in the health department.

Maintains records and reports according to program standards.

Participation in developing and implementing standards of nursing practice; develops guidelines and resource material appropriate for agency program and services.

SUPERVISION RECEIVED: General direction, working from broad goals and policies only; incumbent participates heavily in setting work objectives.

SUPERVISION EXERCISED: Supervises professional nursing staff, and may supervise allied health professionals and support staff as appropriate.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Considerable knowledge of professional nursing theory, procedures, and techniques of standard procedures.

Good knowledge of methods of assessing the type and amount of nursing services required.

Good knowledge of methods of evaluating the quality of nursing care provided and the performance of nursing staff members.

Considerable skill in the application and demonstration of nursing techniques, procedures, and instruments.

Considerable skill in developing nursing care plans; in interviewing and counseling patients.

Working skill in communicating observations, information, or recommendations regarding policy, diagnosis, treatment, hiring, and evaluation to medical professionals and other staff in written and oral form.

Working skill in organizing nursing activities; in delegating lower level nursing tasks to individuals within their level of competence .

JOB TITLE: Comm. Health Nursing Super. (cont'd)

Job Code: 2002

Considerable ability to supervise and evaluate the performance of subordinate nursing staff.

Possess a valid license to practice nursing in Kentucky.

Minimum Education, Training, and Experience Requirements: Bachelors of Science degree in nursing from a school accredited by the National League of Nursing. Three years of experience in nursing practice (one year must have been in a community health setting)

or

Associate degree in nursing from an accredited school of nursing. Five years of experience in nurse practice (two of the five years must have been in a community health setting.)

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JOB DESCRIPTION

JOB TITLE: Community Health Nursing Administrator

GRADE: 22

JOB CODE: 2010

DATE: 11/8/95

GENERAL FUNCTION: Under administrative direction of the Director of Community Health Nursing or the Director of the local health department, would be responsible for the management functions (planning, directing, organizing) of a major program such as home health, or several programs provided by the department serving a multi-county or other geographical area coordinates a health departments programs of nursing services and supervises nurses and other related staff. The majority of time is spent in directing and supervising staff working in the program(s) area. Limited time would be spent in direct patient care.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Directs the implementation of the nursing care program

- a. interprets and facilitates department policy to ensure uniform delivery of services within the program(s)
- b. establishes and maintains standards of care for medical programs and nursing practice
- c. outlines procedures in accordance with established standards and policies for the fulfillment of program goals and ensure compliance with safety and infection control.
- d. implements organizational and/or staffing changes as necessary to provide for adequate coverage

Ensures agency compliance with federal and state rules and regulations.

Supervises professional nurses and supportive staff in the delivery of program services;

- a. ensures quality of care of services.
- b. provides technical assistance to nurses in the delivery of nursing care.
- c. evaluates the performance of subordinate nursing and related staff and prepares formal reports of performance.
- d. conducts periodic review of patient/client medical records, nursing care plans, and nursing service related reports to ensure proper delivery and documentation of services

JOB TITLE: Community Health Nursing Admin. (Cont'd)

JOB CODE: 2010

- .e. participates in employee recruitment, interviewing and hiring.

Assess quality and utilization services and resources:

- a. forecasts future program needs.
- b. develops plans for maintenance and improvement of services and makes recommendations to appropriate management and supervisory staff.
- c. develops and implements plans for continuing education and in-service training of appropriate staff.
- d. participates in utilization care conferences, billing audits and quarterly record review.
- e. supervises staff training in nursing technique and procedures.
- f. develops and maintains clinic or program records.
- g. collects statistical data and prepares comprehensive reports regarding health services or program activities.

Assists in budget preparation and monitors revenues and expenditures as appropriate or according to program requirements.

Provides for clinical experience for nursing students.

Represents the local health department at local (including the Board of Health), state and regional meetings.

SUPERVISION RECEIVED: Policy direction only; incumbent sets virtually all objectives.

SUPERVISION EXERCISED: Direct supervision of supervisory staff, indirect supervision of nursing and supportive.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Extensive knowledge of nursing theory, procedures and techniques

Ability to assess type and amount of nursing services required, selecting priorities, planning

JOB TITLE: Comm. Health Nursing Admin. (cont'd)

JOB CODE: 2010

schedules and assigning tasks.

Ability to evaluate quality of nursing care and the performance of staff.

Considerable knowledge in the application and demonstration of nursing techniques, procedures and instruments.

Working skill in assessing the staffing and equipment needs.

Considerable ability to establish, interpret and implement policies, procedures and treatment plans in accordance with program/agency standards.

Knowledge of community resources to assist clients/patients.

Knowledge of management and public administration principles and practices.

Minimum Education, Training, and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university. Three years of experience in a public health/community health setting with at least one year in a supervisory or management capacity

or

An associate degree in nursing from an accredited university or college and five years of experience (three of which should be in public health or community health and one year in a supervisory or management capacity).

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JOB DESCRIPTION

JOB TITLE: Community Health Nurse

GRADE: 15

JOB CODE: 2101

DATE: 11/8/95

GENERAL FUNCTION: Under direction and in accordance with established nursing protocols, performs work of moderate difficulty in providing preventive, therapeutic, and restorative nursing care while participating in training programs which are required to enable the nurse to see clients for services such as well child, prenatal, cancer screening, or home health, etc. The training program would usually be available and should be completed over a one-year time period. Completion of training would enable the nurse to provide more comprehensive and difficult services to clients.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Conducts nursing assessment of patients including physical examinations and/or interviews to obtain and document pertinent physical and social and or educational background to detect or identify problems.

Provides intermittent skilled nursing services such as, wound care, catheterization, venipuncture, teaching and evaluation, and patients' response to teaching, injections, I-V therapy and decubitus care.

Refers complex problems to a nursing supervisor, physician, nurse practitioner, or other appropriate health care provider;

Develops treatment plans for patients/clients requiring continuing care or observation of identified problems or conditions.

Coordinates patient care activities and maintains communication with other disciplines.

May provide therapeutic counseling to patients/clients and their families or guardians.

Teaches the patient/family about the patients care needs and health maintenance measures.

Maintains accurate and timely records and reports according to program standards.

Makes supervisory visits of patients to evaluate services and performance of home health aides and other care givers.

SUPERVISION RECEIVED: Moderate supervision under standard operating procedures; incumbent occasionally can function autonomously, with supervisor available to answer questions

JOB TITLE: Community Health Nurse (Cont) **JOB CODE:** 2101

SUPERVISION EXERCISED: May supervise LPNs, clinical assistants or other support staff.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Extensive knowledge of professional nursing theory, standard nursing protocol and the legal implications of the practice of nursing;

Knowledge of the preparation of nursing care plans for individual patients.

Working skill in the application of nursing techniques, procedures, and instruments; in written or oral communication with patients/clients, physicians, nurses, and other staff regarding evaluation or treatment.

Working ability to learn the standard procedures and services of the agency;

Working ability to interview and counsel patients and to encourage the patient to participate in the various health programs appropriate to the client;

Working ability to develop cooperative working relationships with other service providers;

Ability to use nursing judgement to determine when the patient/client should be referred to the nursing supervisor, physician or other health care provider for further evaluation and treatment.

Must possess current license to practice nursing.

Minimum Education, Training, and Experience Requirements: Bachelor of science degree in nursing, nursing administration from an accredited college or university or an associate degree or diploma in nursing from an accredited school of nursing and one year of nursing practice in a hospital or community setting.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Community Health Nurse Home Health **GRADE:** 15

JOB CODE: 2102 **DATE:** 3/20/95

GENERAL FUNCTION: Under general direction provides moderately difficult intermittent skilled nursing services to individuals in their place of residence.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Conducts initial assessment of patients referred to agency to obtain and document health status and history, including pertinent social or educational background.

Reviews doctors' orders and assessment of patients and prepares treatment plan for patients.

Provides intermittent skilled nursing services such as, wound care, catheterization, venepuncture, teaching and evaluation, and patients' response to teaching, injections, I-V therapy and decubitus care.

Documents and maintains patient record(s) of services rendered.

Evaluates patient needs and initiates appropriate referrals to other community agencies.

Coordinates treatment plan with other care givers such as, home health aides, LPNs, physical therapists, social workers, speech and occupational therapists.

Discusses progress of patient(s) with physicians and other care givers.

Makes supervisory visits of patients to evaluate services and performance of home health aides and other care givers.

SUPERVISION RECEIVED: Moderate supervision under standard operating procedures; incumbent occasionally can function autonomously, with supervisor available to answer questions.

SUPERVISION EXERCISED: Supervision limited to evaluation of home health aides for services provided (competency evaluation).

JOB SPECIFICATIONS:

Knowledge and Abilities:

JOB TITLE: CHN Home Health (continued)

JOB CODE: 2102

Good knowledge of professional nursing theory; of standard nursing protocol; of the legal implications of the practice of nursing; of the relationship of other disciplines to the discipline of

nursing; of routine laboratory tests and radiological procedures; of the signs and symptoms of a variety of common disorders; of standard nursing techniques and procedures; of the preparation of nursing care plans for individual patients/clients.

Working skill in the application of nursing techniques, procedures, and instruments; in written or oral communication with patients/clients, physicians, nurses, and other staff regarding evaluation or treatment.

Working ability to learn the standard procedures and services of the assigned program or unit; to interview and counsel patients/clients; to encourage the patient/client to participate in the appropriate health programs; to explain the significance of conditions or diseases to patients; to interact therapeutically with patients; to develop cooperative working relationships with other service providers; to use nursing judgement to determine when the patient should be referred to the nursing supervisor, physician or other health care provider for further evaluation and treatment.

Minimum Education, Training, and Experience Requirements: Bachelors degree in Nursing from an accredited school

or

Graduate of an associate degree program in nursing from an approved school. One year of experience in nursing practice.

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JOB DESCRIPTION

JOB TITLE: Senior Community Health Nurse **GRADE:** 18

JOB CODE: 2103 **DATE:** 11/8/95

GENERAL FUNCTION: Under general supervision and in accordance with established nursing protocols, performs work of considerable difficulty, requiring the independent application of experienced judgement and skills in providing professional nursing services to clients served by the local health department. The incumbent in this position has gained experience with the local health department and has completed the variety of training programs required for the nurse to see clients with various service needs; well child, prenatal, family planning, cancer screening, etc.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Conducts intake interviews and complete physical assessments of patients/clients to obtain and document comprehensive health status and history, including pertinent social or educational background; obtains samples and specimens and performs standard laboratory analysis; interprets test results; forms diagnosis and initiates treatments based on standing orders; refers very unusual or complex problems to nursing supervisor, physician, nurse practitioner, counselor, or other health care provider as appropriate.

Provides skilled nursing services such as, wound care and packing as necessary, catheterization, venipuncture, I-V therapy, injections, decubitus caretaking and evaluation of patient, etc.

Keeps updated on Medicare/Medicaid regulations and other regulatory agencies and keeps staff informed of pertinent changes.

Conducts periodic standardized screening examinations to provide diagnosis and treatment of communicable and/or common but debilitating diseases and conditions; administers and documents immunization or treatment in compliance with established protocol and educates patients/clients and/or family members or guardians with regard to potential causes/consequences and preventative treatment measures; coordinates specialized clinics and may act as team leader, observing and evaluating delivery of treatment services by less experienced staff and providing direction and technical assistance as needed.

Develops individual service or treatment plans for patients requiring continuing care or observation of identified problems or conditions.

Plans, arranges, and presents educational or orientation programs for school, civic, or other public groups concerning available services, health problems, proper health

JOB TITLE: Senior Comm. Health Nurse (continued) **JOB CODE:** 2103

practices, and related topics; shows films, leads discussions; conducts formal classes.

Maintains records and reports according to program standards

Participates with co-workers and other professional disciplines in planning, coordinating, implementing and evaluating community health programs and services.

SUPERVISION RECEIVED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work.

SUPERVISION EXERCISED: May supervise community health nurse(s), LPNs, clinical assistants or other support staff.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory and standard nursing protocol; of the legal implications of practice of nursing; of the relationship of other disciplines to nursing and their contribution to patient well-being; of resources available for referral of patients/clients; of standard laboratory tests and radiological procedures; signs and symptoms of a variety of common diseases; of a wide variety of nursing techniques and procedures for the preparation of nursing care plans.

Considerable skill in the application of nursing techniques, procedures, and instruments.

Working skill in interviewing and counseling patients/clients; in communicating observations, information and recommendations regarding diagnosis or treatment to medical professionals and other staff in written or oral form.

Considerable ability to learn the policies, procedures, and programs of the area of assignment.

Working ability to comprehend, communicate and apply state and federal laws and health codes which affect patient/client care; to provide leadership to nursing staff by demonstrating proper nursing techniques and procedures; to work cooperatively with other professional and para-professional staff members or members of interdisciplinary or nursing team; to delegate responsibilities to subordinate direct care staff commensurate with their skills and experience; to identify a variety of commonly encountered conditions in the area of assignment and determine the appropriate treatment strategy, disposition, or referral for such conditions or behaviors.

Minimum Education, Training, and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university. At least one year of experience in public health or a community health setting. or

An associate degree or diploma from a recognized college or university and two years of experience in public health or a community health setting.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Nurse Specialist

GRADE: 18

JOB CODE: 2104

DATE: 3/20/95

GENERAL FUNCTION: Under direction of the nursing supervisor or other appropriate nursing professional, serves as a community resource in the coordination of services for a program area such as diabetes, school health, and tuberculosis within the local health department.

Activities consist of public education/promotion activities, consultation and technical assistance of co-workers, answering technical questions, and keeping updated and appraised.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Plan, prepare, and conduct professional education programs such as, workshops, screening health fairs, for organizations and individuals.

Coordinate specific programs in the geographic area served by the Department.

Provide technical assistance and consultation to individuals and health care professionals.

Provide direct services to patients as appropriate.

Compile reports of activities and services provided within the specific program area.

Conduct and follow up quality assurance reviews.

Monitor and evaluate program outcomes and make appropriate recommendations.

Attend local, regional, and state meetings.

Reviews program standards and policies and interprets for staff.

Interpret program policy to ensure compliance with program.

SUPERVISION RECEIVED: General administrative direction/supervision received from nursing supervisor.

SUPERVISION EXERCISED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work

JOB SPECIFICATIONS:

Knowledge and Abilities:

Considerable knowledge of professional nursing theory, procedures, and techniques

JOB TITLE: Nurse Specialist (continued)

JOB CODE: 2104

.Knowledge of resources and services available to patients.

Good knowledge of methods of assessing the type and amount of nursing services required; of the purpose and procedures of developing nursing care plans; of methods of evaluating the quality of nursing care provided and the performance of nursing staff members.

Considerable skill in the application and demonstration of clinical procedures, particularly those appropriate to the area of assignment.

Working skill in coordinating program activities with health professionals in the community and the department.

Considerable ability to supervise and evaluate the performance of subordinate nursing staff.

Ability to assess the educational needs of nursing staff.

Ability to communicate effectively with co-workers , patients and other professionals.

Minimum Education, Training, and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university.

One year of experience in public health or in a professional nursing capacity that could demonstrate capability.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

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JOB DESCRIPTION

JOB TITLE: Senior Home Health Nurse

GRADE: 18

JOB CODE: 2105

DATE: 3/20/95

GENERAL FUNCTION: Under administrative direction of the nursing supervisor provides intermittent skilled services which are significantly difficult to patients requiring services for problems ranging from the simple to the extremely complex.

DISTINGUISHING CHARACTERISTICS OF THE CLASS: The incumbent in this class, through experience and training, provides competent skilled nursing services to patients eligible for home health services. According to doctors' orders services are provided requiring independent judgement and skills. The individual would be responsible for the total management and evaluation of care for the individual, would supervise home health nurses and provide training for the aides.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Conducts initial assessment of patients referred to agency to obtain and document health status and history, including pertinent social or educational background.

Reviews doctors' orders and assessment of patient and prepares treatment plan for patient.

Provides skilled nursing services such as, wound care and packing as necessary, catheterization, venipuncture, I-V therapy, injections, decubitus caretaking and evaluation of patient, etc.

Documents and maintains patient records of services provided.

Participates in utilization review for quality of services.

Coordinates treatment plan with other care givers such as, home health aide, other RNs, physical therapists, occupational therapists, speech therapists, and medical social workers.

Conducts performance evaluations for appropriate staff.

Discusses progress of patients with physicians and other care givers.

Makes supervisory visits of patients for reassessment and evaluates services provided by home health aides and other care givers.

Keeps updated on Medicare/Medicaid regulations and other regulatory agencies and keeps staff informed of pertinent changes.

Participates in employee orientation and training programs.

SUPERVISION RECEIVED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work

SUPERVISION EXERCISED: Supervises designated staff such as home health nurse, and may supervise home health aides for competency evaluation.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory and standard nursing protocol; the legal implications of the practice of nursing; the relationship of other resources available for referral of patients; standard laboratory tests and radiological procedures; signs and symptoms of a variety of common diseases; of a wide variety of nursing techniques and procedures; of the preparation of nursing care plans.

Considerable skill in the application of nursing techniques, procedures, and instruments.

JOB TITLE: Senior Home Health Nurse (continued) **JOB CODE:** 2105

Working skill in interviewing and counseling patients; in communicating observations, information, or recommendations regarding diagnosis or treatment to medical professionals and other staff in written or oral form.

Considerable ability to learn the policies, procedures, and programs of the area of assignment.

Working ability to comprehend, communicate and apply state and federal laws and health laws which affect patient care.

Ability to work cooperatively with other professional and sub-professional staff members or members of an interdisciplinary or nursing team.

Ability to delegate responsibilities to subordinate direct care staff commensurate with their skills and experience.

Ability to identify a variety of symptoms commonly encountered in the area of assignment and to determine the appropriate treatment strategy, disposition, or referral for such conditions or behaviors.

Accurately interpret complex clinical situations.

Flexible and accomplished in setting priorities.

Minimum Education, Training and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university and at least one year of experience in a community health or acute care setting.

or

Graduate of an associate degree or diploma program in nursing which is State approved. Two years experience in a community health setting, or acute care setting.

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JOB DESCRIPTION

JOB TITLE: Sr. Community Health Nurse-Hospice

GRADE: 18

JOB CODE: 2106

DATE: 3/20/95

GENERAL FUNCTION: Under general direction of the nursing supervisor provides moderate to difficult intermittent skilled services in the palliation and management of terminal illness and related conditions to patients participating in the hospice program.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Participates as a member of an interdisciplinary group in the establishment and periodic review and update of a plan of care for the patient.

Initiate and maintain communication with attending physician, other hospice and home health disciplines, and other agencies, as needed, to coordinate optimal care and use of resources for patient and family.

Obtain data on physical, psychological, social and spiritual factors that may influence patient/family health status and incorporate into plan of care. Initiates appropriate referrals to other community agencies.

Provides intermittent skilled nursing services.

Maintain an effective system of clinical records for hospice patients in accordance with appropriate standards.

Coordinates treatment plan with other care givers such as, physician, home health aides, LPNs, social workers, and pastoral counseling.

Makes supervisory visits of patients to evaluate services and performance of home health aides.

Coordinates and supervise the volunteer placements with hospice patients/family and establish or coordinate volunteer training activities.

Familiar with hospice policies of agency and rules and regulations of state and federal bodies.

Provides skilled nursing services such as, wound care and packing a necessary, catheterization, venipuncture, I-V therapy, injections, decubitus caretaking and evaluation of patient, etc.

Participates in utilization review for quality of services.

Conducts performance evaluations for appropriate staff.

Keeps updated on Medicare/Medicaid regulations and other regulatory agencies and keeps staff

OB TITLE: Sr. Comm. Health Nurse Hospice (cont'd) **JOB CODE:** 2106

informed of pertinent changes.

Participates in employee orientation and training programs.

SUPERVISION RECEIVED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work

SUPERVISION EXERCISED: Supervises designated staff such as home health nurse, and may supervise home health aides for competency evaluation.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory and standard nursing protocol; the legal implications of the practice of nursing; the relationship of other resources available for referral of patients; standard laboratory tests and radiological procedures; signs and symptoms of a variety of common diseases; of a wide variety of nursing techniques and procedures; of the preparation of nursing care plans.

Considerable skill in the application of nursing techniques, procedures, and instruments.

Working skill in interviewing and counseling patients; in communicating observations, information, or recommendations regarding diagnosis or treatment to medical professionals and other staff in written or oral form.

Considerable ability to learn the policies, procedures, and programs of the area of assignment.

Working ability to comprehend, communicate and apply state and federal laws and health laws which affect patient care.

Ability to work cooperatively with other professional and sub-professional staff members or members of an interdisciplinary or nursing team.

Ability to delegate responsibilities to subordinate direct care staff commensurate with their skills and experience;

Ability to identify a variety of symptoms commonly encountered in the area of assignment and to determine the appropriate treatment strategy, disposition, or referral for such conditions or behaviors.

Accurately interpret complex clinical situations.

Flexible and accomplished in setting priorities.

JOB TITLE: Sr. Comm. Health Nurse-Hospice (cont'd) **JOB CODE:** 2106

Minimum Education, Training, and Experience Requirements: Bachelors of science degree in nursing from an accredited college or university and at least one year of experience in a community health setting, or acute care setting

or

Graduate of an associate degree or diploma program in nursing which is State approved. Two years experience in a community health setting, or acute care setting.

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JOB DESCRIPTION

JOB TITLE: Community Health Nurse-Hospice

GRADE: 15

JOB CODE: 2107

DATE: 3/20/95

GENERAL FUNCTION: Under general direction provides moderately difficult intermittent skilled nursing services in the palliation and management of terminal illness and related conditions to individuals in the home or institutional setting. The hospice nurse would participate as a member of an interdisciplinary group in developing and implementing a plan established by the attending physician, medical director, or physician designee of treatment for each hospice patient. Nursing services provided would be intermittent and may also require 24 hour on call coverage to the extent necessary to meet the needs of individuals.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Participates as a member of an interdisciplinary group (physician, nurse, social worker, pastoral or other counselor) in the establishment and periodic review and update of a plan of care for the patient.

Initiate and maintain communication with attending physician, other hospice and home health disciplines, and other agencies, as needed, to coordinate optimal care and use of resources for patient and family.

Obtain data on physical, psychological, social and spiritual factors that may influence patient/family health status and incorporate into plan of care. Initiates appropriate referrals to other community agencies.

Provides intermittent skilled nursing services.

Maintain an effective system of clinical records for hospice patients in accordance with appropriate standards.

Coordinates treatment plan with other care givers such as, physician, home health aides, LPNs, social workers, and pastoral counseling.

Makes supervisory visits of patients to evaluate services and performance of home health aides.

Coordinates and supervise the volunteer placements with hospice patients/family and establish or coordinate volunteer training activities.

Familiar with hospice policies of agency and rules and regulations of state and federal bodies.

Discusses progress of patient(s) with physicians and other care givers.

SUPERVISION RECEIVED: Moderate supervision under standard operating procedures; incumbent occasionally can function autonomously, with supervisor available to answer questions.

JOB TITLE: Community Health Nurse-Hospice (cont'd) **JOB CODE:** 2107

SUPERVISION EXERCISED: Supervision limited to evaluation of home health aides for services provided (competency evaluation).

JOB SPECIFICATIONS:

Knowledge and Abilities:

Good knowledge of professional nursing theory; of standard nursing protocol; of the legal implications of the practice of nursing; of the relationship of other disciplines to the discipline of nursing; of routine laboratory tests and radiological procedures; of the signs and symptoms of a variety of common disorders; of standard nursing techniques and procedures; of the preparation of nursing care plans for individual patients/clients.

Working skill in the application of nursing techniques, procedures, and instruments.

Working skill in oral communication with patients/clients, physicians, nurses, and other staff regarding evaluation or treatment.

Working ability to learn the standard procedures and services of the assigned program or unit; to interview and counsel patients/clients; to encourage the patient/client to participate in the appropriate health programs; to explain the significance of conditions or diseases to patients; to interact therapeutically with patients; to develop cooperative working relationships with other service providers; to use nursing judgement to determine when the patient should be referred to the nursing supervisor, physician or other health care provider for further evaluation and treatment.

Minimum Education, Training, and Experience Requirements: Bachelors degree in Nursing from an accredited school

or

Graduate of an associate degree program in nursing from an approved school. One year of experience in nursing practice.

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JOB DESCRIPTION

JOB TITLE: Community Health Nurse Applicant

GRADE: 14

JOB CODE: 2110

DATE: 11/8/95

CHARACTERISTICS OF THE CLASS: A "registered nurse applicant" in this class provides skilled nursing care in a community health setting including, but not limited to clinics, homes, and schools. Interventions initiated by nurses in this class require judgements and adaptations of established nursing practice and program guidelines according to needs demonstrated by clients. Work is performed under the professional and administrative direction and supervision of appropriate nursing personnel, physicians, and dentists. Performance is reviewed periodically through conferences, observation, and written evaluations.

CHARACTERISTIC DUTIES IF THE CLASS:

Participates in the development and implementation of the plan of care.

Based on assessment of family and client needs, gives skilled nursing care, sets priorities and makes modifications as necessary.

Teaches, supervises, and counsels clients and families regarding the care of clients and other related problems.

Carries out preventative, diagnostic, and therapeutic procedures as directed.

Makes appropriate referrals. Provides continuity of care for clients receiving services from more than one agency, by planning, coordinating, and exchanging information.

Maintains records and reports according to program standards.

Participates in drills in preparation for health department or county emergencies.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Knowledge of current nursing practices.

Ability to provide skilled nursing care.

Knowledge of the development and implementation of patient care plans.

Initiative, judgement, and ability to set priorities.

Ability to recognize the needs and concerns of people and maintain constructive relationships with clients and co-workers.

JOB TITLE: Community Health Nurse Applicant (cont) **JOB CODE:** 2110

Ability and willingness to accept and utilize supervision.

Understanding of limitations and willingness to seek out resources and assistance.

Ability to communicate effectively, orally, and in writing.

Maintains professional attitude toward confidentiality of clients' records and conversations.

Knowledge of health department and county emergency/disaster protocol.

Minimum Education, Training, and Experience Requirements: Graduation from an associate degree program or diploma program in nursing that is state approved. Work experience is not required.

This is a special non status position for persons who have obtained a temporary work permit from the Kentucky Board of Nursing. A nurse may be employed in this position only for the length of time required to process applications for enforcement or to conduct and determine the results of licensing examinations. At such determination, the nurse who becomes licensed shall be reclassified and the time employed shall be counted toward fulfilling probationary requirements. The nurse who does not become licensed shall be terminated.

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JOB DESCRIPTION

CLASS TITLE: Advanced Registered Nurse Practitioner

GRADE: 20

JOB CODE: 2111

DATE: 11/8/95

GENERAL FUNCTION: Under administrative direction and guidance provides professional preventative, therapeutic, restorative, and maintenance nursing services for patients of the local health department. This care is provided in a variety of community settings including but not limited to clinics, homes, and schools.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES

Identifies the physical, social, and emotional health needs of individuals and families through systematic assessment, utilization of professional skills, health history, physical evaluations, and laboratory and other diagnostic tools.

Develops a comprehensive care plan based on a systematic assessment involving the client, family, and other members of the health care team, including community resources.

Utilizes appropriate or specialized knowledge and skills in the provision of direct patient care in specialty clinics and evaluates the effectiveness of care provided.

Delegates appropriate nursing care functions to registered nurses, licensed practical nurses, assistant nursing personnel, and students; retaining responsibility for such care through supervision of these staff. Is responsible for evaluation or input into evaluation of those supervised. Recommends disciplinary actions of supervised personnel when necessary.

Organizes work for effective management of patient care in a variety of community settings.

Participates in staff development program including orientation, in-service, continuing education for nursing and other agency personnel.

Works toward development of innovative methods of dealing with work-site problems, writing of policy and procedures, and program plans.

Teaches and counsels individuals, families, and groups on the maintenance of health, prevention of disease and disability; participates in professional and community activities on matters related to health.

Maintains records and reports according to program standards.

Participates with Director of Nursing and other members of health department staff in planning, implementing, and evaluating local health department programs.

Makes proper referrals. Provides continuity of care for clients receiving service from more than one

JOB TITLE: ARNP (cont'd)

JOB CODE: 2111

. agency by planning, coordinating, and exchanging information

Works with clinical instructors of educational institutions in planning for appropriate clinical experiences for students in health care fields.

Participates in drills in preparation for providing care in health department or county emergencies.

Assumes responsibility for the development, implementation, and evaluation of a specific program and its plans.

Provides nursing expertise and consultation to nursing personnel and others in a specific program.

SUPERVISION RECEIVED: General direction, working form broad goals and policies only; incumbent participates heavily in setting work objectives.

SUPERVISION EXERCISED: Involves supervision of work as a "working supervisor".

JOB SPECIFICATIONS

Knowledge and Abilities

Knowledge of trends and literature in field of nursing.

Ability to develop and implement plans of care.

Ability to provide skilled nursing care.

Ability to set priorities, make judgements, delegate appropriate functions, and asset others in similar decisions.

Ability to interpret and explain medical records, reports, and medical instructions.

Ability to communicate effectively, orally, and in writing.

Ability and willingness to accept and utilize supervision for own professional growth.

Minimum Education, Training, and Experience Requirements: Masters degree in nursing with clinical specialty area in advanced nursing practice from an accredited program. One (1) year work experience as a registered nurse.

or

Bachelors of science in Nursing from a school approved by the National League for Nursing. Two (2) years work experience as a registered nurse. Completion of an organized post-basic program of study and clinical experience. Or

CLASS TITLE: ARNP (cont'd)

JOB CODE: 2111

An associate degree or diploma from a school of professional nursing accredited by the National League for Nursing with three (3) years work experience as a registered nurse, including one year in community health. Completion of a post-basic program of study and clinical experience.

Licensed to practice as a Nurse Practitioner in Kentucky or have a Temporary Authorization to practice under the Kentucky Board of Nursing protocol.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Physician Assistant

GRADE: 19

JOB CODE: 2115

DATE: 11/8/95

GENERAL FUNCTION: Under the supervision and responsibility of a supervising physician, approved under the provisions of 902 KAR 9:175, elicits a comprehensive health history, performs a comprehensive physical examination, diagnostic laboratory determinations and treatment procedures. Provide preventive, therapeutic, restorative, and maintenance aspects of health care.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Provides health care services to patients under direction and responsibility of physician(s):

Examines patient, performs comprehensive physical examination, and compiles patient medical data, including health history and results of physical examination.

Administers or orders diagnostic test, such as x ray, and laboratory tests, and interprets test results for deviations from normal.

Performs therapeutic procedures, such as injections, immunizations, and managing infection, aspiration, EKG,.

Develops and implements patient comprehensive management plans, records progress notes, and assists in provision of continuity of care.

Instructs and counsels patients regarding compliance with prescribed therapeutic regimens, normal growth and development, family planning, emotional problems of daily living, and health maintenance.

Documents and maintains patient records of services provided according to program standards.

Participates in utilization review for quality of services.

Coordinates treatment plan with other care givers such as, Physician(s), Community Health Nurses, physical therapists, social workers and nutritionists.

Participates in employee orientation and training programs.

SUPERVISION RECEIVED: Limited supervision with alternating periods of autonomy and general review. Supervisor plays substantial role in setting objectives and organizing work

SUPERVISION EXERCISED: May supervise designated staff.

JOB SPECIFICATIONS:

JOB TITLE: Physician Assistant (continued)

JOB CODE: 2115

Knowledge and Abilities:

Utilizes specialized knowledge and skills in the provision, of direct patient care in specialty clinics.

Good knowledge of standard laboratory tests and radiological procedures;

Good knowledge of the signs and symptoms of a variety of common diseases;

Working skill in interviewing and counseling patients; in communicating observations, information, or recommendations regarding diagnosis or treatment to medical professionals and other staff in written or oral form.

Considerable ability to apply the policies, procedures, and programs of the area of assignment.

Working ability to comprehend, communicate and apply state and federal laws and health laws which affect patient care;

Ability to work cooperatively with other professional and support staff members or members of an interdisciplinary or team;

Ability to identify a variety of symptoms commonly encountered in the area of assignment and to determine the appropriate treatment strategy, disposition, or referral for such conditions or behaviors.

Accurately interpret complex clinical situations.

Flexible and accomplished in setting priorities.

Minimum Education, Training and Experience Requirements: Certified as a Physician Assistant by the Kentucky Board of Medical Licensure in accordance with KRS 311.565 and administrative regulation 201.975

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Community Health Nurse Intern

GRADE: 14

JOB CODE: 2120

DATE: 11/8/95

CHARACTERISTICS OF THE CLASS: This is a special non status position for persons who are licensed but do not have the one-year required experience for the Community Health Nurse. A "registered nurse applicant" in this class provides skilled nursing care in a community health setting including, but not limited to clinics, homes, and schools. Interventions initiated by nurses in this class require judgements and adaptations of established nursing practice and program guidelines according to needs demonstrated by clients. Work is performed under the professional and administrative direction and supervision of appropriate nursing personnel, physicians, and dentists. Performance is reviewed periodically through conferences, observation, and written evaluations.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Participates in the development and implementation of the plan of care.

Based on assessment of family and client needs, gives skilled nursing care, sets priorities and makes modifications as necessary.

Teaches, supervises, and counsels clients and families regarding the care of clients and other related problems.

Carries out preventative, diagnostic, and therapeutic procedures as directed.

Makes appropriate referrals. Provides continuity of care for clients receiving services from more than one agency, by planning, coordinating, and exchanging information.

Maintains records and reports according to program standards.

Participates in drills in preparation for health department or county emergencies.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Knowledge of current nursing practices.

Ability to provide skilled nursing care.

Knowledge of the development and implementation of patient care plans.

Initiative, judgement, and ability to set priorities.

Ability to recognize the needs and concerns of people and maintain constructive relationships with

JOB CODE: Community Health Nurse Intern (cont.)

JOB CODE: 2120

clients and co-workers.

Ability and willingness to accept and utilize supervision.

Understanding of limitations and willingness to seek out resources and assistance.

Ability to communicate effectively, orally, and in writing.

Maintains professional attitude toward confidentiality of clients' records and conversations.

Knowledge of health department and county emergency/disaster protocol.

Minimum Education, Training, and Experience Requirements: Graduation from an associate degree program or diploma program in nursing and licensed to practice nursing in Kentucky.

Work experience is not required.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Licensed Practical Nurse

GRADE: 10

JOB CODE: 2152

DATE: 11/8/95

GENERAL FUNCTION: Under immediate supervision, performs work of moderate difficulty in the provision of nursing services delegated by a registered professional nurse, to clients in a variety of community settings including, but not limited to, clinics, homes and schools.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Participates in the development and implementation of the plan of treatment, gathers pertinent information about individual and family, past and current physical, mental, and developmental status; records data, making a note of any specific problems related by patient or recognized by licensed practical nurse.

Takes vital signs; obtains samples for laboratory tests; prepares samples for testing; reads and records results of basic tests; sends other samples to appropriate laboratory for testing; records results as reported by laboratory on patient chart.

Under the supervision of a registered professional nurse administers basic screening tests to identify health problems and carries out approved treatment.

Performs specific preventative, therapeutic, and rehabilitative measures for patients as directed.

Performs specific laboratory procedures as directed.

Initiates appropriate teaching and demonstration of care to patients and families.

Maintains records and reports according to program standards.

Makes proper referrals to supervisor, registered nurse, physician, for situations requiring further intervention

Participates in drills in preparation for health department or county emergencies.

SUPERVISION RECEIVED: Moderate supervision under standard operating procedures; incumbent occasionally can function autonomously, with supervisor available to answer questions.

SUPERVISION EXERCISED: Limited supervision exercised

JOB SPECIFICATIONS

Knowledge and Abilities:

Good knowledge of basic nursing techniques and procedures; of methods of obtaining information

JOB TITLE: Licensed Practical Nurse (cont'd) **JOB CODE:** 2152

concerning past and current physical, mental and developmental status of patients/clients; of record keeping procedures and the confidentiality of patient/client records; of methods of maintaining control of medications; of emergency care of patients/clients and the use of emergency equipment; of the use and care of a variety of nursing instruments; of limitations of training and indications for referring a patient/client to or obtaining assistance from a registered professional nurse or a physician.

Working skill in the use of basic nursing techniques and procedures at the practical nurse level in collecting data following written guidelines; in the use of a variety of basic nursing instruments; in communicating with patients/clients from a variety of socioeconomic backgrounds.

Working ability to apply knowledge of basic nursing procedures in the provision of health services to patients/clients; to accept direction from registered professional nurses and physicians; to recognize significant changes in the physical and mental status of assigned patients/clinics; to work cooperatively with a variety of service providers; to learn standard operating procedures of the assigned program or unit concerning the role and functions of a licensed practical nurse in the program

Minimum Education, Training, and Experience Requirements: Graduation from a school of practical nursing which meets the requirements set by Kentucky State Law. No experience required.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.

JOB DESCRIPTION

JOB TITLE: Senior Licensed Practical Nurse **GRADE:** 12

JOB CODE: 2153 **DATE:** 11/8/95

GENERAL FUNCTION: Under general supervision, performs work of moderate difficulty in the provision of nursing services delegated by a registered professional nurse which require the use of experienced judgements and skills, and in the supervision of other licensed practical nurses and support personnel; and performs related work as required.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

Obtains information about past and current health status of patients.

Administers basic screening tests and performs preliminary assessment and interpretation of tests to identify health problems.

Under the supervision of a registered professional nurse, evaluates data and develops a nursing care plan.

Implements nursing care plans providing skilled practical nursing services to patients and delegated basic nursing services to other licensed practical nurses and supportive personnel.

May evaluate and monitor patient progress reports prepared by other licensed practical nurses, home health aides or clinical assistants and direct care staff, working closely with registered professional nurses, physicians or other professional treatment staff to ensure the coordination of services and proper implementation of nursing care and treatment plans.

Provides direction and supervision to licensed practical nurses and other support staff.

Demonstrates basic nursing techniques and procedures; provides orientation, on-the-job training and special instruction; assigns and oversees work activities; and evaluates performance with approval by immediate supervisor.

Participates in interdisciplinary or nursing team conferences; provides input into program planning by interpreting patient needs for nursing care and response to therapy.

Closely observes patients for changes in physical or mental condition; reports and documents changes for consultation with members of the health care team. Under the supervision of a physician, registered nurse or other appropriate professional, provides individual and counseling specified in the patient treatment plan.

Participates in patient education programs by teaching structured classes in personal hygiene, activities of daily living, or other topics designed to enhance the well-being of patients.

JOB TITLE: Senior LPN (continued)

JOB CODE: 2153

Compiles data for periodic assessments of patient/client's physical condition and evaluation of the effectiveness of health care procedures, approaches and programs in conjunction with other members of the interdisciplinary treatment team or nursing care team. May provide services in the home.

SUPERVISION RECEIVED: Moderate supervision under standard operating procedures; incumbent occasionally can function autonomously, with supervisor available to answer questions.

SUPERVISION EXERCISED: May supervise other licensed practical nurses and other direct care personnel such as community health worker or home health aides.

JOB SPECIFICATIONS:

Knowledge and Abilities:

Considerable knowledge of a variety of basic nursing techniques and procedures normally performed by licensed practical nurses and auxiliary nursing personnel; of the methods of obtaining health histories and performing preliminary assessments of health status; of standard record keeping and medication control procedures; of basic procedures to be followed in emergency situations.

Good knowledge of the procurement and maintenance of equipment and supplies used in nursing services; of special policies and procedures pertinent to the area of assignment; of the principles of ward management.

Demonstrates basic nursing techniques and procedures;

Considerable skill in the use of nursing procedures and techniques at the practical nurse level; in the use of a variety of basic nursing instruments.

Working skill in interviewing patient/clients; in performing more complex nursing procedures such as the insertion of naso-gastric tubes; in demonstrating basic nursing techniques and procedures to licensed practical nurses and auxiliary nursing personnel.

Considerable ability to recognize behavior and physical conditions which require the attention of a professional; to follow standard operating procedures of the assigned program or unit concerning the role and functions of a senior licensed practical nurse in the program or unit.

Working ability to interpret policies and procedures to other licensed practical nurses and auxiliary nursing personnel; to implement nursing care plans and delegate basic nursing services to other licensed practical nurses and direct care staff; to develop and maintain cooperative working relationships with health care professionals and sub-professionals; to give clear and simple instructions; to understand and carry out detailed instructions.

Minimum Education, Training, and Experience Requirements: Current license to practice as a licensed practical nurse in the state of Kentucky. One year of experience as a licensed practical nurse.

JOB TITLE: Senior LPN (continued)

JOB CODE: 2153

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.